

Binder Updates for 2005

Some information in your *Inside Metro Human Resources Guide* (3-ring binder) has changed. Read the following and become familiar with the updates for 2005, then write or paste the updates into the appropriate section of your binder or file this page in your binder for reference. Or, refer to the Benefits section of www.nashville.gov, where the updates have already been made.

Binder Section	Page #	Update
Health Benefits, Income Protection Benefits, and Retirement Benefits (all three)	various	<ul style="list-style-type: none"> All references to “life-changing events” are changed to “eligible change in status.” All references to “within 30 days of a life-changing event” are changed to “within 60 (sixty) days of an eligible change in status.”
Income Protection Benefits	21	<ul style="list-style-type: none"> Under “Age Reduction,” \$10,000 as a pensioner
Work/Life Benefits	4	<ul style="list-style-type: none"> Change “Metro Employees Credit Union” to “U. S. Courthouse Credit Union.” Change “Occupational Health Consultants of America” to “Horizon” (website and phones numbers remain the same)
	5	<ul style="list-style-type: none"> Under “Cost,” note new wording: “Metro pays 100% of your vacation, holidays and in-service training, and up to six EAP sessions per issue per year.”
	8	<ul style="list-style-type: none"> In the table, under the column “Years of Service,” change “20” to “20 or more.”
	9	<ul style="list-style-type: none"> Under “Bereavement Leave,” note these definitions: <ul style="list-style-type: none"> “Immediate family” includes spouse, parent, children, siblings, grandparents, grandchildren, mother-in-law, father-in-law, daughter-in-law or son-in-law, legal guardians or dependents of the employee. Step or half relations shall be given the same consideration as blood relatives of the same type. “Extended family” includes aunt, uncle, niece, nephew, sister-in-law or brother-in-law of the employee. Under “Military Leave,” <u>delete</u> the sentence that reads “This time is not to be used for weekend drills.”
	10	<ul style="list-style-type: none"> Note new wording: “Metro continues to pay health insurance premiums during FMLA (leave without pay). Employees may choose to pay their premiums in advance, while out on leave, or upon their return to work.” <u>Delete</u> the sentence that reads: “In other words, you cannot follow maternity leave with FMLA leave or vice versa.”
	13	<ul style="list-style-type: none"> Change “Metro Employees Credit Union” to “U. S. Courthouse Credit Union.”
	14	<ul style="list-style-type: none"> Change “Occupational Health Consultants of America” to “Horizon.” Note new wording: “All assistance is confidential and strictly between you and your EAP counselor. EAP benefits include six free sessions per issue per year; if additional counseling is required, see the behavioral health portion of your medical plan.”

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Binder Section	Page #	Updates
Health Benefits	19	<ul style="list-style-type: none">You must live in one of the following Tennessee counties to enroll in HealthSpring: Bedford, Cannon, Cheatham, Coffee, Davidson, Dekalb, Dickson, Franklin*, Hickman, Humphreys*, Lawrence*, Lewis*, Macon, Marshall, Maury, Montgomery, Moore*, Robertson, Rutherford, Smith, Sumner, Stewart*, Trousdale, Warren, Wayne*, Williamson, Wilson *Participating providers are NOT available in these counties as of this printing. HealthSpring updates the list as changes occur. For the most recent list, contact HealthSpring at www.myhealthspring.com or call 800-881-9466.